**DRAFT – 8/14/2013 – Karen Allen**

**PLC Principal Power Standard 2: Principals/leaders thoughtfully establish and sustain highly effective collaborative teams.**

1. I can explain why collaborative teams are the basic organizing structure of a PLC.
2. I can embed collaboration in the routine practices of the school with a focus on learning.
3. I can outline district team structure, responsibilities and development in a PLC.
4. I can identify potential barriers to collaborative teaming at my school and develop possible solutions to the challenges.
5. I can organize my school into collaborative teams.
6. I can schedule time for collaboration into the school day and school calendar.
7. I can find reasonable systems for linking singletons so that they can function as a collaborative team. (Question to be answered about team membership: Do the people on this team have a shared responsibility for responding to the critical questions in ways that enhance the learning of their students?)
8. I can work with the leadership team to develop a written description of roles and responsibilities for team leaders.
9. I can provide ongoing professional training for team leaders.
10. I can facilitate regularly scheduled team leader meetings in which we model how teams should work in our school.
11. I can review the importance of team norms with our faculty and staff.
12. I have numerous resources to use in developing team norms.
13. I can ensure that all teams, including the team leaders’ team, develop and adopt norms each year.
14. I can ensure that all teams include norms to address the team response when a member does not adhere to the norms.
15. I can provide an opportunity for teams to share their norms with each other.
16. I can work with the leadership team, and staff at large, to clarify and clearly articulate the work of collaborative teams. I can ensure that we make the products of collaboration explicit.
17. I can ensure that collaborative teams focus on the four critical questions of a professional learning community.
18. I can ensure that collaborative teams pursue specific and measurable team performance goals.
19. I can work with the leadership team, and staff at large, to develop strategies to both monitor and the ongoing work of teams.
20. I can review the team minutes/products and give prompt feedback to each team.
21. I can provide collaborative teams with frequent access to relevant information.
22. I can meet with each team on a regular basis to review the participation of each team member.
23. I can facilitate and support each team’s work through the use of periodic team assessments. The results of the team assessments will be shared with each team.
24. I can provide ongoing professional development for members of the leadership team that they will in provide to individual teams.
25. I can provide ongoing professional development in team process with the faculty as a whole.